

## Office of Personnel Management

## § 532.215

having at least 50 employees each; or 10 establishments having at least 50 employees each, with a combined total of 1,500 employees; and

(ii) The total private enterprise employment in the industries surveyed in the survey area is at least twice the Federal wage employment in the survey area.

(d)(1) Adjacent economic communities or political units meeting the separate wage area criteria in paragraphs (b) and (c) of this section may be combined through consideration of:

(i) Distance, transportation facilities, and geographic features;

(ii) Commuting patterns; and

(iii) Similarities in overall population, employment, and the kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (d)(1) of this section are considered in the order listed.

(3) When two wage areas are combined, the survey area of either or both

may be used, depending on the concentrations of Federal and private employment and locations of establishments, the proximity of the survey areas to each other, and the extent of economic similarities or differences as indicated by relative levels of wage rates in each of the potential survey areas.

(e) Appropriated fund wage and survey area definitions are set out as appendix C to this subpart and are incorporated in and made part of this section.

[55 FR 46142, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

### § 532.213 Industries included in regular appropriated fund wage surveys.

(a) The lead agency must include the industries in the following North American Industry Classification System (NAICS) codes in all regular appropriated fund wage surveys:

| 2012 NAICS codes                 | 2012 NAICS industry titles   |
|----------------------------------|--|
| 311 through 339 (except 323).    | All manufacturing classes except printing and related support activities (NAICS 323).  |
| 221 .....                        | Utilities.   |
| 481 .....                        | Air transportation.  |
| 482 .....                        | Rail transportation.   |
| 484 .....                        | Truck transportation.  |
| 485 (except 4853) .....          | Transit and ground passenger transportation except taxi and limousine service (NAICS 4853).  |
| 487 (except 4872) .....          | Scenic and sightseeing transportation except scenic and sightseeing transportation, water (NAICS 4872).  |
| 488 (except 4883 and 4884) ..... | Support activities for transportation except support activities for water transportation (NAICS 4883) and support activities for road transportation (NAICS 4884). |
| 492 .....                        | Couriers and messengers.   |
| 493 .....                        | Warehousing and storage.   |
| 515 .....                        | Broadcasting (except Internet).  |
| 517 .....                        | Telecommunications.  |
| 5621 .....                       | Waste collection.  |
| 5622 .....                       | Waste Treatment and Disposal.  |
| 423 .....                        | Merchant wholesalers, durable goods.   |
| 424 .....                        | Merchant wholesalers, nondurable goods.  |

(b) A lead agency may add other industry classes to a regular survey in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local Federal employment.

(c) Specifically excluded from all wage surveys for regular wage schedules are food service and laundry establishments and industries having peculiar employment conditions that directly affect the wage rates paid and

that are the basis for special wage surveys.

[55 FR 46142, Nov. 1, 1990, as amended at 71 FR 35373, June 20, 2006; 73 FR 45853, Aug. 7, 2008; 78 FR 58153, Sept. 23, 2013]

### § 532.215 Establishments included in regular appropriated fund surveys.

(a) All establishments having a total employment of 50 or more employees in the prescribed industries within a survey area shall be included within the survey universe. On rare occasions and